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ABSTRACT

Desegregation in the Jefferson County Public Schools (Kentucky) deteriorated in many key aspects but improved in two others during 1983-84. The percentage of schools out of compliance with student enrollment guidelines rose and the number of black teachers fell to their worst levels since school desegregation began. The number and percentage of black vocational teachers also fell to new lows. On the positive side, the distribution of black teachers among schools, and the number and percentage of black administrators improved over 1982-83. School officials' actions and inaction created seemingly unmanageable problems used to justify replacing the desegregation plan in use since 1975-76 with a revised plan. School administrators will need to disclose full and accurate desegregation data if the community is to succeed in monitoring implementation of any future desegregation plan. (Author)

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Jefferson County School Officials Allow Continued Resegregation

1983-84

School Compliance and Number of Black Teachers Hit All-Time Lows

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Staff Report 84-3
Kentucky Commission on Human Rights
701 West Muhammad Ali Boulevard
Louisville, Kentucky 40203

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Desegregation in the Jefferson County Public Schools deteriorated in many key aspects but improved in two others during 1983-84. The percentage of schools out of compliance with student enrollment guidelines rose and the number of black teachers fell to their worst levels since school desegregation began. The number and percentage of black vocational teachers also fell to new lows. On the positive side, the distribution of black teachers among schools, and the number and percentage of black administrators improved over 1982-83.

School officials' actions and inaction created seemingly unmanageable problems used to justify replacing the desegregation plan in use since 1975-76 with a revised plan. School administrators will need to disclose full and accurate desegregation data if the community is to succeed in monitoring implementation of any future desegregation plan.

PREFACE

This staff report on the status of student and faculty desegregation in the Jefferson County Public Schools covers the 1983-84 school year and is based on statistical data as of November 1983 which was supplied by the Jefferson County Board of Education. This is one of a series of reports on the status of school desegregation in Jefferson County since 1972. Additional publications in this series are listed on page 29.

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During the 1983-84 school year the Jefferson County Public Schools continued regressing toward a resegregated school system in many key aspects, but braked this trend in two others. The percentage of schools outside student enrollment guidelines was higher, the number of black certified teachers was lower, and the number and percentage of black vocational teachers were lower than at any time during the last nine years. The percentage of black certified teachers of the total number of teachers declined to only four-tenths of a percentage point above the percentage of black teachers employed duirng 1975-76, the first year of school desegregation. On the positive side, the percentage of schools out of compliance with the Singleton Standard for certified teachers, and the number and percentage of black administrators -- while still at unacceptable levels -- improved from 1982-83.

SCHOOLS OUTSIDE STUDENT ENROLLMENT GUIDELINES MOST SINCE 1975-76

The number of schools out of compliance with student enrollment guidelines was the worst since the first year of school desegregation and the percentage of schools outside the guidelines was the worst ever. Thirty of the 129 regular-program schools -- 23.3 percent -- were outside the student enrollment guidelines of 16 to 40 percent black students in elementary schools and 16 to 35 percent black students in secondary schools during 1983-84. This was worse than the 25 schools -- 19.4 percent -- which were outside the enrollment guidelines during 1982-83. (See Table A)

For the last four years the percentage of schools outside the student enrollment guidelines has risen steadily. (See Graph A) During this time -- despite the appeals and protests of civil rights groups -- school administrators did not take the action needed to bring these

TABLE A

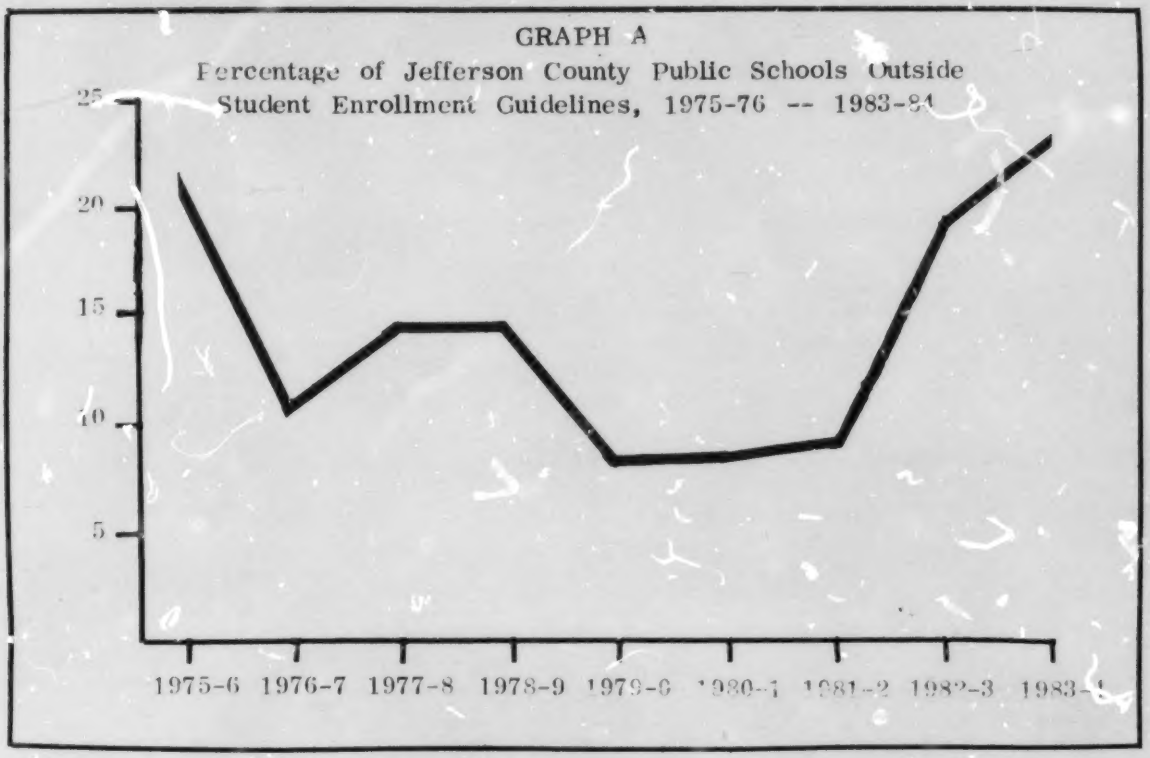
Racial Composition of Schools Outside
Student Enrollment Guidelines, 1980-81 through 1983-84

Elementary Schools
(Elementary guideline -- 16% to 40 % black students)

1980-81				1981-82				1982-83				1983-84			
School	Black	Other	% B	School	Black	Other	% B	School	Black	Other	% B	School	Black	Other	% B
Brandeis	158	154	50.6	Chenoweth	191	205	48.2	Brandeis	116	148	43.9	Bloom	42	227	15.6
Col. Taylor	205	240	46.0	Col. Taylor	157	221	41.7	Chenoweth	156	177	46.8	Brandeis	127	139	47.7
Englehard	143	211	40.3	Englehard	152	163	48.2	Col. Taylor	175	237	42.4	Chenoweth	137	156	46.8
Foster	119	124	48.9	Foster	150	184	44.9	Crums Lane	195	273	41.6	Cochran	128	170	43.0
Kennedy	230	244	48.5	Kennedy	198	203	49.3	Englehard	174	167	51.0	Col. Taylor	169	218	43.7
McFerran	160	181	46.9	King	152	193	44.0	Foster	133	148	47.3	Crums Lane	238	247	49.1
Parkland	187	279	40.1	McFerran	149	180	45.2	Indian Trail	177	218	44.8	Englehard	191	166	53.5
Shawnee	101	107	48.5	Norton	144	198	42.1	Kennedy	189	196	49.0	Foster	132	153	46.3
Young	217	249	46.5	Z. Taylor	114	168	40.4	King	147	193	43.2	Indian Trail	171	243	41.3
				Young	178	189	48.5	Lincoln	100	148	40.3	Jacob	181	266	40.5
								Luhr	179	176	50.4	Kennedy	173	159	52.1
								McFerran	150	166	47.4	King	147	189	43.7
								Norton	134	187	41.7	Luhr	223	188	54.3
								Okolona	54	338	13.7	McFerran	170	172	49.7
								Parkland	150	213	41.3	Norton	145	185	43.9
								Semple	57	319	15.1	Parkland	152	186	45.0
								Slaughter	200	264	43.1	Rutherford	229	283	44.7
								Z. Taylor	104	98	51.4	Semple	48	301	13.7
								Young	188	190	49.7	Slaughter	186	204	47.7
												Wellington	165	234	41.3
												Wheatley	137	171	44.5
												Young	146	206	41.5
												Z. Taylor	117	89	56.8

Secondary Schools
(Secondary guideline -- 16% to 35% black students)

Johnson M.	256	417	38.0	Newburg M.	314	459	40.6	DuValle M.	316	514	38.0	DuValle M.	302	477	38.8
Newburg M.	286	496	36.5	Shawnee High	405	748	35.1	Johnson M.	281	413	40.4	Johnson M.	257	406	38.8
Shawnee H.	513	884	36.7					Newburg M.	403	448	47.3	Newburg M.	401	409	49.5
								Central High	401	710	36.0	Myers M.	323	598	35.4
								Manual High	659	1191	35.6	Central High	374	538	41.0
								Southern H.	322	1745	15.5	Manual/YPA	626	1121	35.8
												Western High	430	789	35.3



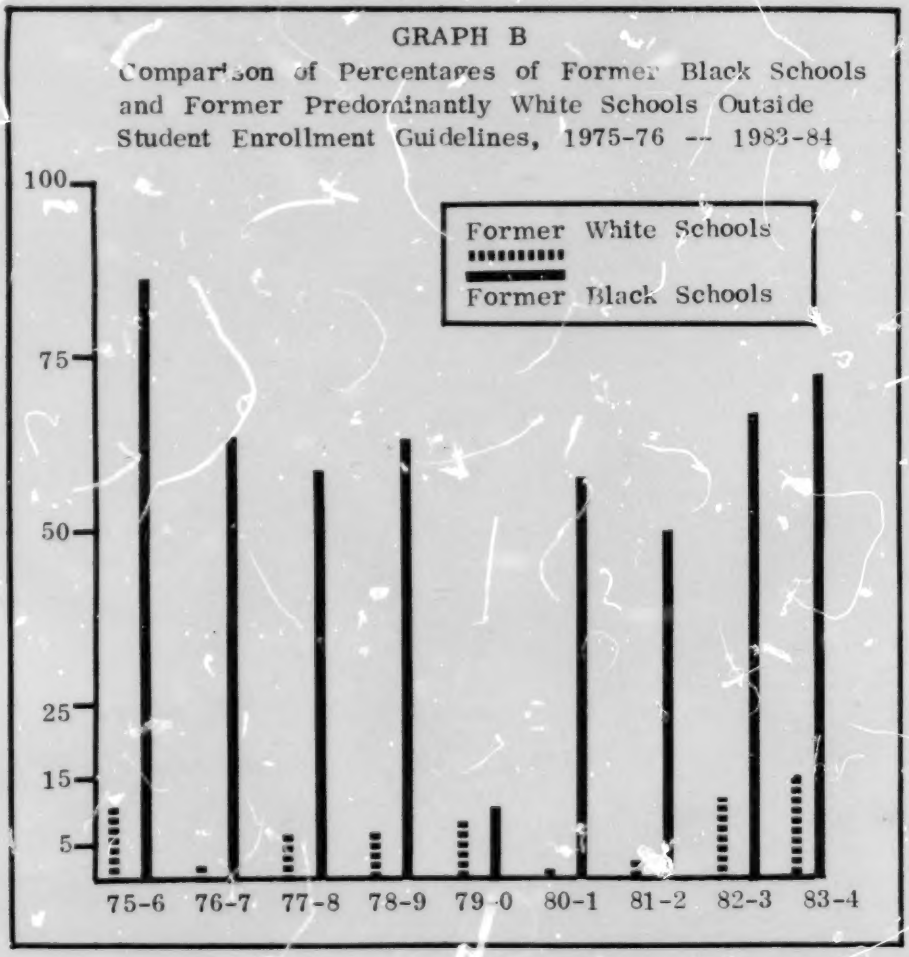
schools back into compliance with the enrollment guidelines amended from Judge Gordon's 1975 desegregation order. Although Judge Gordon moved the school desegregation case from active to inactive status in September 1980, the school administration has still had the obligation to adhere to the letter and spirit of the law. The failure of school administrators to take corrective action since that time has resulted in a near tripling in the percentage of schools outside enrollment guidelines: from 8.6 percent during 1980-81 to 23.3 percent during 1983-84. During the 1983-84 school year, administrators used the number of schools outside the enrollment guidelines -- which were kept out of compliance by their inaction -- as a major reason for replacing the student assignment plan in use since 1975-76 with a revised student assignment method planned for implementation at the high school level

beginning in 1984-85, and at the middle school level beginning in 1985-86. At the elementary school level -- which has consistently had the largest compliance problems -- revisions are not planned until the fall of 1985-86.

Dramatic evidence of the failure of the Administration's implementation policies can be seen in the number of former black schools out of compliance with student enrollment guidelines. (See Graph B) Except for 1979-80 -- the year that first graders began busing for desegregation -- the percentage of schools identified as predominantly black before 1975-76 outside student enrollment guidelines has consistently been many times the percentage of former predominantly white schools outside the guidelines. The former black

GRAPH B

Comparison of Percentages of Former Black Schools and Former Predominantly White Schools Outside Student Enrollment Guidelines, 1975-76 -- 1983-84



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schools outside the guidelines have always had too few white students and too many black students. Higher white enrollment -- and the capacity has existed at almost all of the former black schools to accept more white students -- would have brought each of these schools within the enrollment guidelines.

The following former black elementary schools have been outside student enrollment guidelines every year since school desegregation began except 1979-80: Brandeis, Coleridge-Taylor, Foster, Kennedy, McFerran, and Young. One other former black elementary -- King -- has been outside the enrollment guidelines all but two years during the same period.

Examination of the student populations of these seven former identifiably black schools reveals relatively stable enrollment during the last four years. (See Table B) Black and other student enrollment moved in the same direction at five schools and diverged at two schools between November 1980-81 and November 1983-84. Enrollment of black and other students declined at four schools; at three of them, black enrollment decreased more than other enrollment. Although Kennedy and Young lost large numbers of other students, they also lost large numbers of blacks, and Young lost more other than black students. Foster gained more other than black students. Only one school -- King -- experienced a modestly large disparity in enrollment changes between black and other students during the four-year period. As a group, the seven former black elementaries lost only 19 more other than black students during the last four school years.

These figures do not support the thesis that "white flight" or unmanageable demographic changes are to blame for the school administration's failure to comply with student enrollment guidelines.

TABLE B

Enrollment Trends of West End Elementaries
1979-80 -- 1983-84

School	1979-80 Black	1979-80 Other	1979-80 % Black	1980-81 Black	1980-81 Other	1980-81 % Black
Brandeis	85	189	31.0	158	154	50.6
Col. Taylor	162	278	36.8	205	240	46.0
Foster	76	129	37.1	119	124	48.9
Kennedy	143	239	37.4	230	244	48.5
King	112	256	30.4	127	215	37.1
McFerran	114	242	32.0	169	181	46.9
Young	147	286	33.9	217	249	46.5

School	1981-82 Black	1981-82 Other	1981-82 % Black	1982-83 Black	1982-83 Other	1982-83 % Black
Brandeis	105	150	41.2	116	148	43.9
Col. Taylor	157	221	41.7	175	237	42.4
Foster	150	184	44.9	133	148	47.3
Kennedy	198	203	49.3	189	196	49.0
King	152	193	44.0	147	193	43.2
McFerran	149	180	45.2	150	166	47.4
Young	178	189	48.5	188	190	49.7

School	1983-84 Black	1983-84 Other	1983-84 % Black	Total Changes 1980-81 -- 1983-84 Black	% Change	Other	% Change
Brandeis	127	139	47.7	-31	-19.6	-15	- 9.7
Col. Taylor	169	218	43.7	-36	-17.6	-22	- 9.2
Foster	132	153	46.3	+13	+10.9	+29	+23.4
Kennedy	173	159	52.1	-57	-24.8	-85	-34.8
King	147	189	43.7	+20	+15.7	-26	-12.1
McFerran	170	172	49.7	+10	+ 6.2	- 9	- 5.0
Young	146	206	41.5	-71	-32.7	-43	-17.3
Total Change				-152	-12.5	-171	-12.1

Rather, these former black elementaries have had enrollment imbalances since 1980-81 as a result of two key desegregation policies adopted by the school board in April 1980.

The first policy removed one former white school from feeding into each of these former black head of cluster schools: Brandeis, King, McFerran, and Young. Result: fewer whites attended the West End elementaries, the percentage of black enrollment increased, and of these four West End elementaries, all but King moved outside student

enrollment guidelines during 1980-81. All have been outside the guidelines since 1981-82.

The second school board policy was more complicated and its effects have been more far-reaching. The second action has affected many schools in the system and has been one of the most important factors causing the enrollment compliance crisis of the last two years.

For the 1975-76 school year, the desegregation plan approved by Judge Gordon divided black and white students into six alphabetical groups each. However, two parts of the six black groups were given identical busing assignments, reducing the actual number of groups of black childen bused for desegregation to four. Thus, one-fourth of the black students stayed at their "home" schools and three-fourths were bused to former white schools, while five-sixths of the white students stayed at their "home" schools and one-sixth were bused to former black schools each year.

This caused problems. Too many blacks stayed at their "home" schools and not enough whites were bused into them. Result: 86.4 percent of the former black schools were out of compliance with student enrollment guidelines during 1975-76.

To correct this imbalance, Judge Gordon split up the two paired groups and created six individual busing groups for blacks. Between 1976-77 and 1979-80, black and white students were bused in proportional numbers: one-sixth of the blacks stayed "home" and five-sixths were bused, one-sixth of the whites were bused and five-sixths stayed "home" each year. While this increased desegregation busing for blacks, it created balanced student populations. By 1979-80, the percentage of former black schools out of compliance with the enrollment guidelines had fallen dramatically to 10.5 percent, and the percentage of all

schools out of compliance fell from just over 21 percent during 1975-76 to 8.4 percent during 1979-80. (See Graphs A and B)

Despite this success, in April 1980, the school board voted to return to the alphabetical division which had proven a failure during 1975-76. To match the larger percentage of black students in the system and to reduce their share of desegregation busing proportionally, the school board again divided blacks into four alphabetical groups. Beginning with the 1980-81 school year, one-quarter of the black students stayed "home" and three-quarters were bused each year.

This change should have been accompanied by an identical change to four white alphabetical groupings, but it was not. Instead of dividing white students into four alphabetical groups -- which would have increased desegregation busing for whites -- the board kept white students in six alphabetical groups. The 1975-76 mistake was repeated: while one-fourth of the black students stayed at their "home" schools, only one-sixth of the white students was bused in instead of the one-fourth needed. Result: fewer whites attended the West End elementaries, the percentage of black enrollment increased, and of the seven West End elementaries, all but King moved outside student enrollment guidelines during 1980-81. All have been outside the guidelines since 1981-82. (See Graph B and Table B)

Had the school board not taken these actions in April 1980 and if succeeding school boards and administrations had not failed to take corrective measures -- including stopping the documented abuse of hardship transfers by white students and redrawing school boundaries to account for demographic changes -- the 1975 desegregation plan would be operating successfully.[1]

In all, 23 elementary schools were outside student enrollment guidelines during 1983-84. (See Table C) Nine were former identifiably black elementaries. Bloom, Cochran, Jacob, and Rutherford were outside the student enrollment guidelines for the first time since school desegregation began. Wellington had not been outside the guidelines since 1975-76 and Wheatley had not been outside since 1978-79.

TABLE C

Historical Record of Elementary Schools
Out of Compliance with Student Enrollment Guidelines
During the 1983-84 School Year

SCHOOL	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84
Bloom									X
Brandeis	X	X	X	X		X	X	X	X
Chenoweth							X	X	X
Cochran									X
Col. Taylor	X	X	X	X		X	X	X	X
Crums Lane								X	X
Englehard						X	X	X	X
Foster	X	X	X	X		X	X	X	X
Indian Trail								X	X
Jacob									X
Kennedy	X	X	X	X		X	X	X	X
King	X	X	X	X			X	X	X
Luhr				X	X			X	X
McFerran	X	X	X	X		X	X	X	X
Norton							X	X	X
Parkland	X			X		X		X	X
Rutherford									X
Semple	X							X	X
Slaughter								X	X
Wellington	X								X
Wheatley	X	X	X	X					X
Young	X	X	X	X		X	X	X	X
Z. Taylor	X						X	X	X

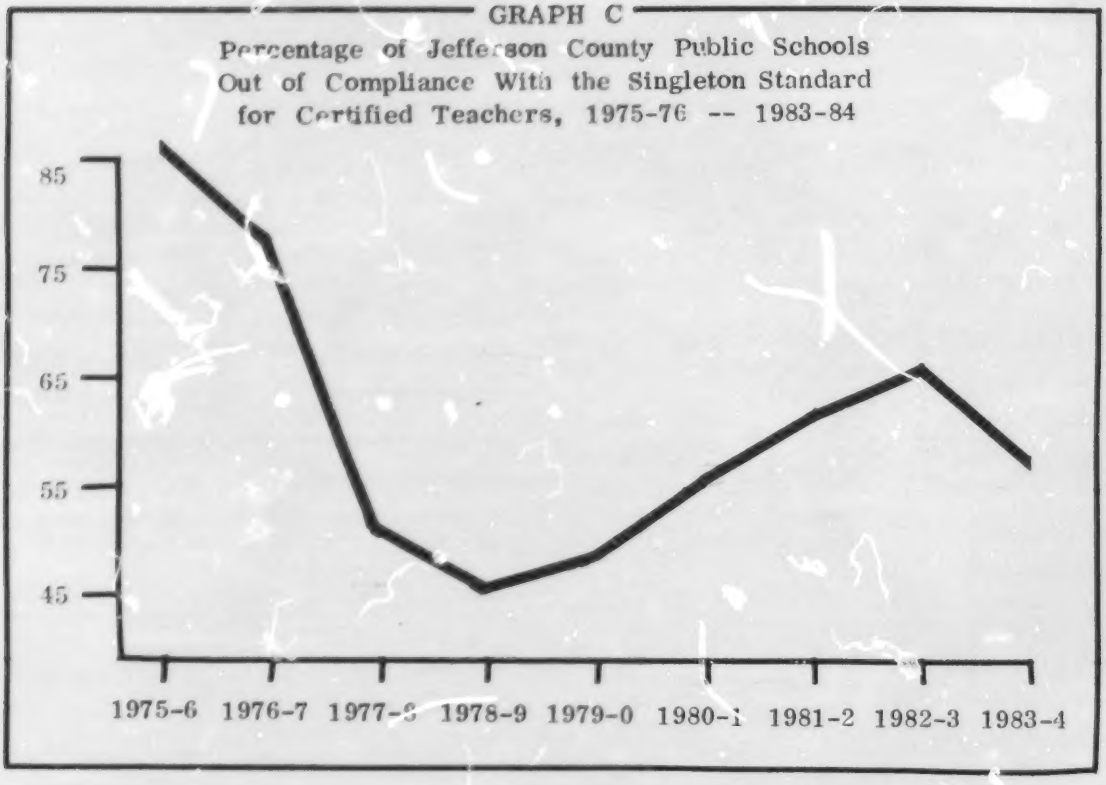
At the secondary level, more schools fell outside student enrollment guidelines during 1983-84 than at any time during the last nine years. Four middle schools and three high schools fell outside the guidelines. All needed fewer black students or additional white students.

Several of the secondary schools out of compliance during 1983-84 have a history of student imbalances. Newburg Middle has been above enrollment guidelines every year since 1977-78. Johnson Middle has been out of compliance two of the last four years. Central and Manual High schools -- which had been in compliance every year except 1975-76 respectively -- have been outside the guidelines during the last two years. Myers Middle and Western High are new additions to the out-of-compliance list.

The desegregation implementation changes made by the school board in April 1980 affected enrollment compliance at two of these secondary schools. The board voted to leave Newburg Middle exempt from desegregation busing and to exempt Atherton from desegregation busing, which pulled whites from Central and thus contributed to pushing Central out of compliance with enrollment guidelines.

TEACHER DISTRIBUTION IMPROVES

School administrators reversed the five-year trend of increased teacher resegregation among schools during the 1983-84 school year. The percentage of schools out of compliance with the Singleton Standard for certified teachers fell to 58.1 percent during 1982-83 from 65.9



percent during 1982-83.* (See Graph C) Seventy-five of 129 schools were out of compliance with the Singleton Standard during 1983-84 compared with 85 of 129 during 1982-83.

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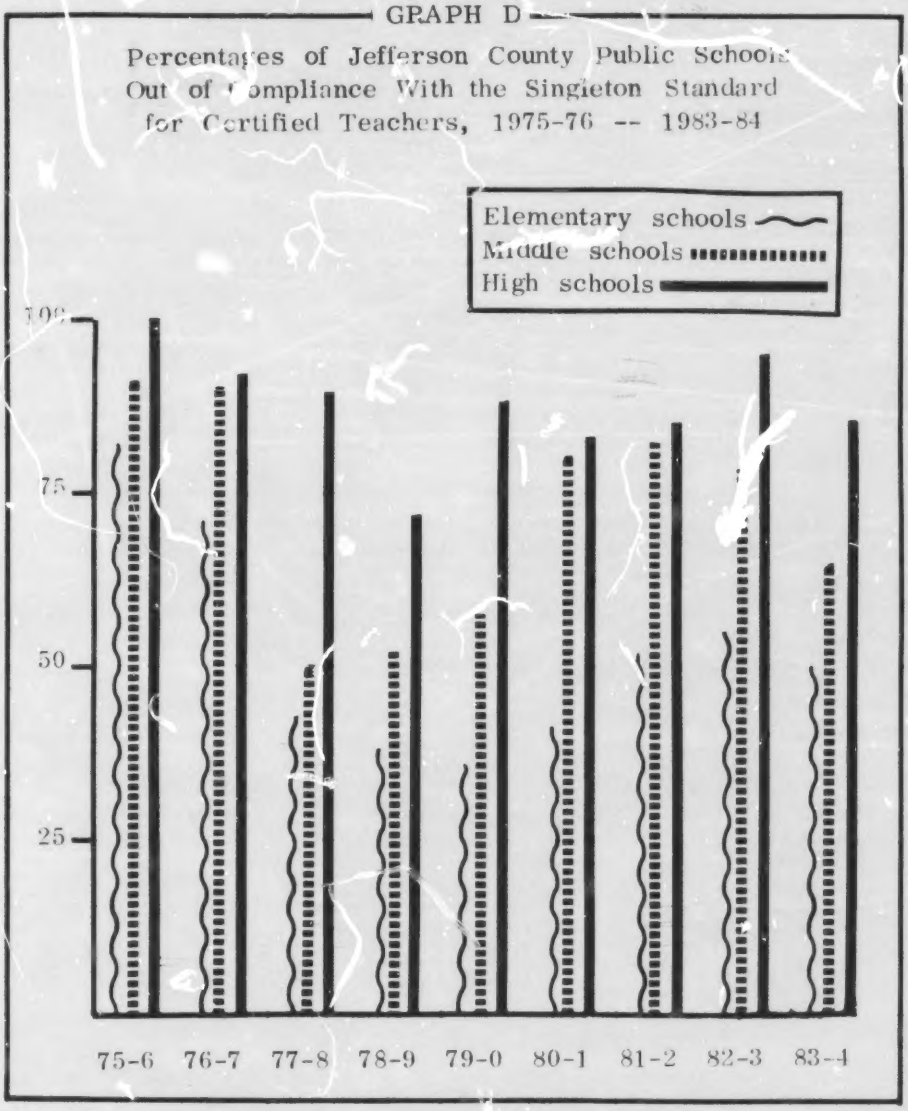
*Singleton v. Jackson Municipal Separate School District, 7 EPD 7819 (1969), requires that the ratio of minority group and majority group Student Serving Personnel in each school must be substantially the same as the ratio throughout the school system for that grade level. The ruling states: "... The principals, teachers, teacher aides and other staff who work directly with children at a school shall be so assigned that in no case will the racial composition of a staff indicate that a school is intended for Negro students or white students ... the district shall assign the staff described above so that the ratio of Negro teachers to white teachers in each school, and the ratio of other staff in each, are substantially the same as each such ratio is to the teachers and other staff, respectively, in the entire school system." The 1975 desegregation order provided the school system follow the Singleton ratio.

At 58.1 percent, the percentage of schools out of compliance with the Singleton Standard for certified teachers during 1983-84 was slightly worse than the 55.5 percent of schools outside Singleton during 1980-81. Since 1975, the percentage of schools outside Singleton has fallen below 50 percent only three times.

The decline in non-compliance with Singleton during 1983-84 occurred at each school level. (See Graph D) The percentage of

GRAPH D

Percentages of Jefferson County Public Schools Out of Compliance With the Singleton Standard for Certified Teachers, 1975-76 -- 1983-84



elementary schools with more or fewer numbers of black teachers than the district-wide average of 19.8 percent black per elementary school fell to 50 percent during 1983-84 from 55.8 percent during 1982-83. (See Table L) The number of elementary schools outside Singleton compliance fell to 43 from 48.

TABLE D

Number and Percentage of Elementary Schools Out of Compliance with the Singleton Standard for Certified Teachers 1979-80 -- 1983-84

Year	Elementary Schools in Compliance	Elementary Schools Out of Compliance	Percentage Out of Compliance
1979-80	61	35	36.5
1980-81	52	38	42.3
1981-82	41	45	52.3
1982-83	38	48	55.8
1983-84	43	43	50.0

At the middle school level, the percentage of schools outside the district-wide average of 19.2 percent black teachers per middle school fell to 65.2 percent during 1983-84 from 78.3 percent during 1982-83. Fifteen middle schools fell outside Singleton during 1983-84 compared with 18 outside during 1982-83.

Seventeen high schools failed to meet the district-wide Singleton ratio of 10.7 percent black teachers per high school during 1983-84, a decline from 19 high schools outside Singleton during 1982-83. (See

TABLE E

High School Teachers by Race
and Black Teacher Gap*
1983-84

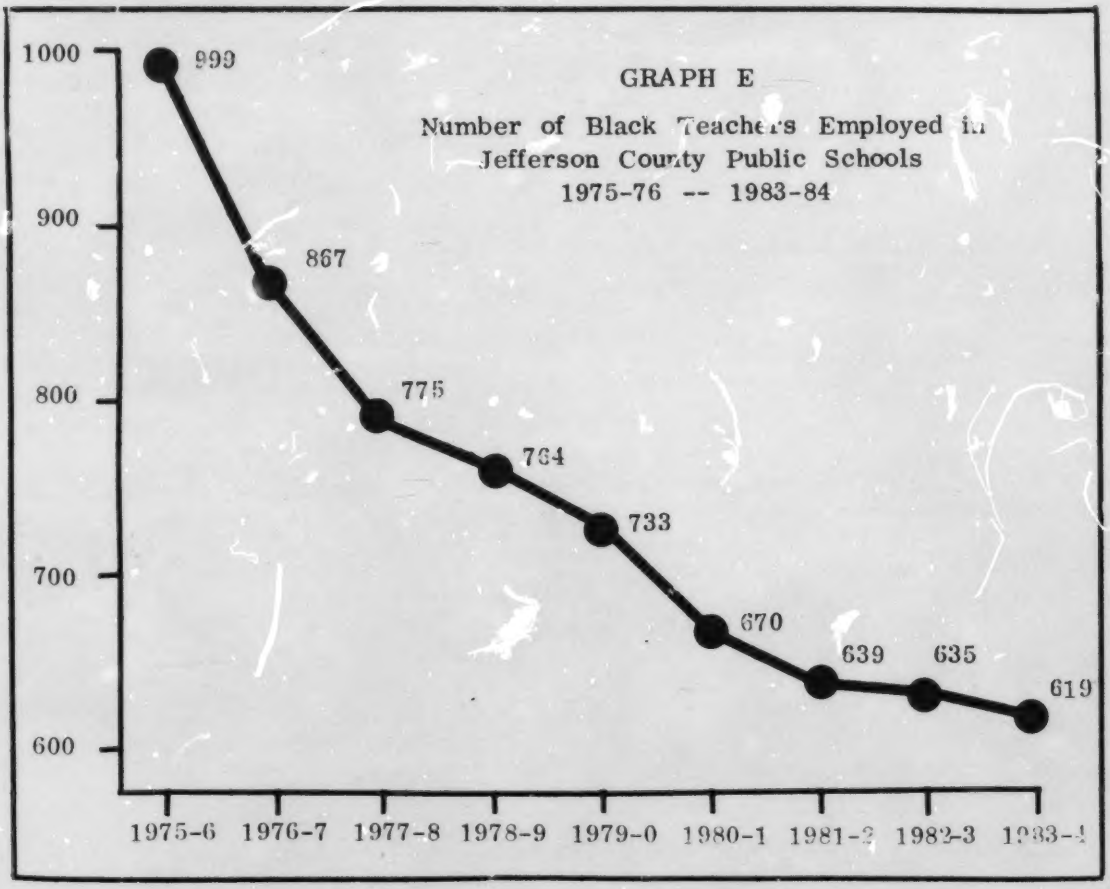
School	Total	Black	White	% Black	Gap
Atherton	46	5	41	10.9	0
Ballard	59	5	54	8.5	+1
Butler	69	10	59	14.5	-3
Central	48	8	40	16.7	-3
Doss	50	5	45	10.0	0
Eastern	53	4	49	7.5	+2
Fairdale	64	6	58	9.4	+1
Fern Creek	48	5	43	10.4	0
Iroquois	64	10	54	15.6	-3
Jeffersontown	47	3	44	6.4	+2
Male	64	8	56	12.5	-1
Manual/YPA	76	12	64	15.8	-4
Moore	69	8	61	11.6	-1
Pleasure Ridge Park	69	4	65	5.8	+3
Seneca	60	5	55	8.3	+1
Shawnee	61	9	52	14.3	-3
Southern	84	6	78	7.1	+3
Valley	46	3	43	6.5	+2
Waggener	52	5	47	9.6	+1
Western	53	5	48	9.4	+1
Totals	1,182	126	1,056	10.7	

*Change needed in the number of black teachers at a school to achieve a black teacher percentage equal to the system-wide ratio of 10.7 percent black high school teachers. For example, Jeffersontown needed two more black teachers to bring it within the ratio. Schools with black teacher gaps are outside Singleton.

Table E) The percentage of high schools outside Singleton remained very high at 85 percent during 1983-84, a decline from 95 percent during 1982-83.

BLACK TEACHER EMPLOYMENT CONTINUES DECLINE

What progress school administrators made in achieving a somewhat more equitable balance in the assignment of black teachers among schools during 1983-84 was in part lost through cutbacks in both the number and percentage of black teachers employed.



During 1983-84, the number of regular-program black certified teachers employed by the Jefferson County Public Schools stood at 619. This was a decline of 16 black teachers -- 2.5 percent -- from the 635 black teachers employed during 1982-83.

School administrators have reduced the number of black teachers employed in the Jefferson County Public Schools every year since school desegregation began. (See Graph E) They have cut the number of black teachers from 999 during 1975-76 to 619 during 1983-84, a decrease of 38 percent.

Although the number of non-black teachers has also declined since 1975-76, as a percentage of the total number of teachers, blacks have made only miniscule employment gains during a period when a larger

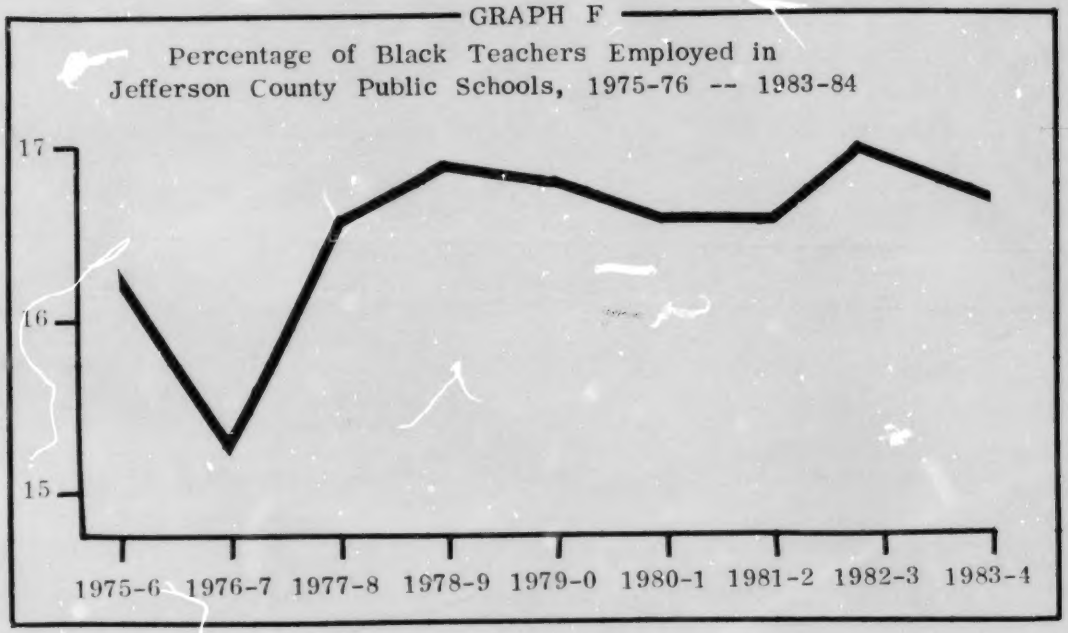
percentage of black teachers has been needed to match the rising percentage of black student enrollment.

As a percentage of the total number of teachers employed by school administrators, the 619 blacks teaching during 1983-84 were only 16.7 percent. (See Graph F) The percentage of black teachers declined from 17.0 percent of the total teaching staff during 1982-83. Since 1975-76, the percentage of black teachers of the total teaching staff has increased by only 0.4 percent: from 16.3 percent during 1975-76 to 16.7 percent during 1983-84. The percentage of black teachers employed by the Jefferson County Public Schools has not risen above 17 percent since 1975-76.

During the 1975-76 through 1983-84 period, the number of black students attending the Jefferson County Public Schools rose from 17.0 percent of the total number of students during 1975-76 to 28.9 percent

GRAPH F

Percentage of Black Teachers Employed in Jefferson County Public Schools, 1975-76 -- 1983-84

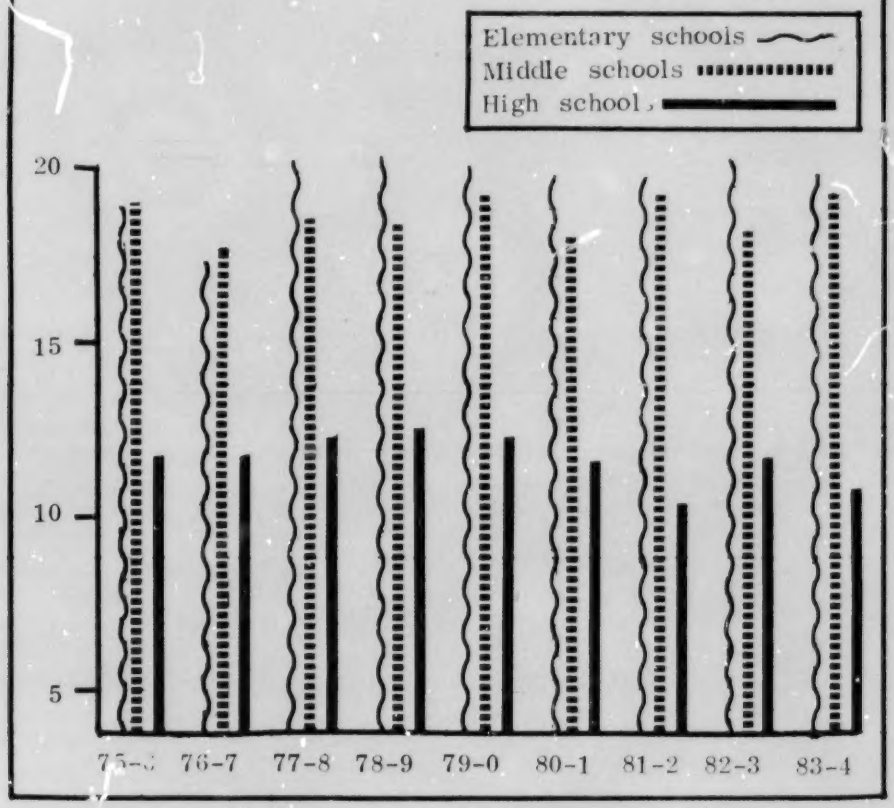


of the total during 1983-84. To obtain parity between the percentage of black teachers and the 28.9 percent of black students, school administrators would have to increase the number of black teachers from 619 to 1070. That is, it would take the hiring of 451 additional black teachers -- an increase of 72.9 percent -- to bring parity between the percentage of black students and teachers in the Jefferson County Public Schools during 1983-84.

By school level, the percentages of black teachers employed at the elementary and high school levels decreased and the percentage of

GRAPH G

Percentages of Black Teachers Employed in Jefferson County Public Schools, 1975-76 -- 1983-84



black teachers at the middle school level increased during 1983-84 compared with 1982-83. (See Graph G)

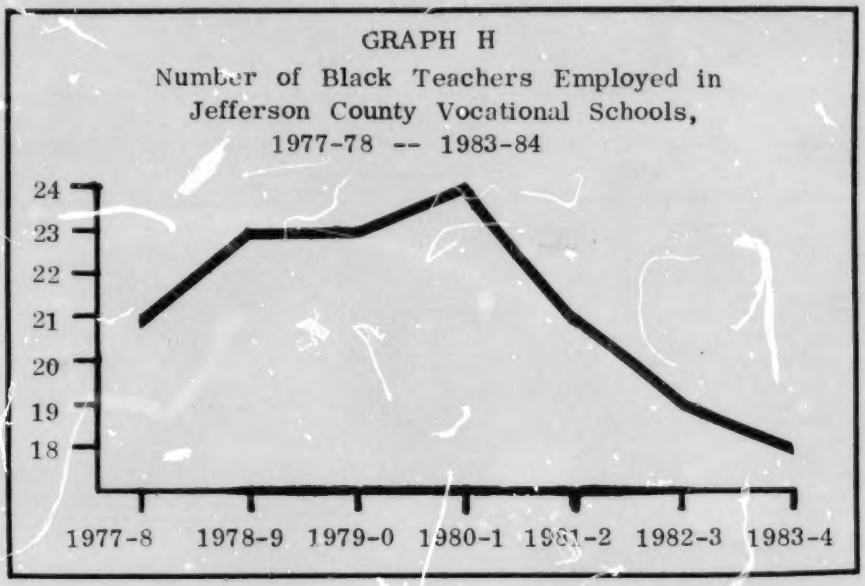
At the elementary school level, the percentage of black teachers declined to 19.7 percent during 1983-84 from 20.2 percent during 1982-83. The number of black elementary school teachers declined to 317 from 328 during the same period. Since 1975-76, the percentage of black elementary school teachers has been in a general upward trend, rising from 18.8 percent during 1975-76 to 19.7 percent during 1983-84.

The decline in the percentage of black high school teachers during 1983-84 compared with 1982-83 was the second largest percentage decline in the number of black high school teachers since desegregation began. Ten and seven tenths percent of the high school teachers were black during 1983-84 compared with 11.7 percent during 1982-83. The number of black high school teachers declined to 126 during 1983-84 from 143 during 1982-83. Since 1975-76, the percentage of blacks employed as high school teachers has been in a general downward trend, falling from 11.8 percent during 1975-76 to 10.7 percent during 1983-84. The 10.7 percent black high school teachers during 1983-84 was the second lowest percentage since school desegregation began.

At the middle school level, the percentage of black teachers increased to 19.2 percent of the total number of teachers during 1983-84 from 18.2 percent during 1982-83. The number of black middle school teachers increased to 176 during 1983-84 from 164 during 1982-83. The 176 black middle school teachers were the most employed at this level since 1975-76. During the past nine years, the percentage of black middle school teachers has alternately increased and decreased,

but has actually changed little. Blacks comprised 18.9 percent of the middle school teaching staff during 1975-76 compared with 19.2 percent during 1983-84.

BLACK VOCATIONAL TEACHER EMPLOYMENT HITS NEW LOWS

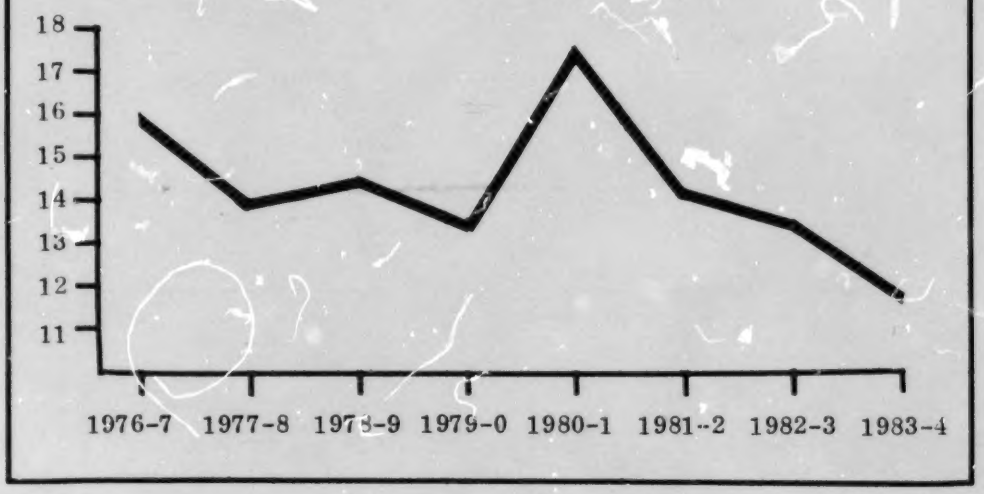


School administrators continued their dismal record of under-employing black teachers in the system's vocational schools during 1983-84. Both the number and percentage of black vocational teachers were the lowest ever during the last six and seven years respectively. (See Graphs H and I)

The number of black vocational teachers employed by school administrators declined to 18 during 1983-84 from 19 during 1982-83. The percentage of black vocational teachers as a percentage of the total number of vocational teachers declined to 11.8 percent during 1983-84 from 13.5 percent during 1982-83. Both the number and percentage of black vocational teachers have declined steadily since 1980-81.

GRAPH I

Percentage of Black Teachers Employed in Jefferson County Vocational Schools, 1976-77 -- 1983-84



In addition to their failure to hire and retain more black vocational teachers, school administrators have not improved the distribution of black teachers among the vocational schools. Applying the Singleton Standard to the eight vocational schools, not one meets the system-wide average of 11.8 percent black vocational teachers per school. (See Table F)

TABLE F

Black Teachers in Jefferson County Vocational Schools
1982-83 and 1983-84

School	1982-83 Total	1982-83 Black	1982-83 % Black	1983-84 Total	1983-84 Black	1983-84 % Black
Ahrens	19	3	15.8	19	3	15.8
Detrick	23	7	30.4	25	5	20.0
Fairdale	17	0	0.0	17	0	0.0
Jeffersontown	19	1	5.3	20	1	5.0
Lyndon	16	2	12.5	19	3	15.8
Mill Creek	13	6	46.1	22	6	27.3
Pleasure Ridge Park	20	0	0.0	19	0	0.0
Westport	14	0	0.0	12	0	0.0
Totals	141	19	13.5	153	18	11.8

Fairdale, Pleasure Ridge Park, and Westport vocational schools did not employ any black vocational teachers during the 1983-84 school year. No black has taught at Fairdale vocational since 1979-80. Since at least 1976-77 no black vocational teacher has taught at Pleasure Ridge Park. Westport has not employed a black vocational teacher during the last three school years. One black has taught at Jeffersontown vocational each year since 1979-80.

High concentrations of black vocational teachers were employed at Detrick and Mill Creek. Five blacks taught at Detrick during 1983-84 -- down from seven during 1982-83 -- and six black vocational teachers taught at Mill Creek -- the same number employed there since 1980-81.

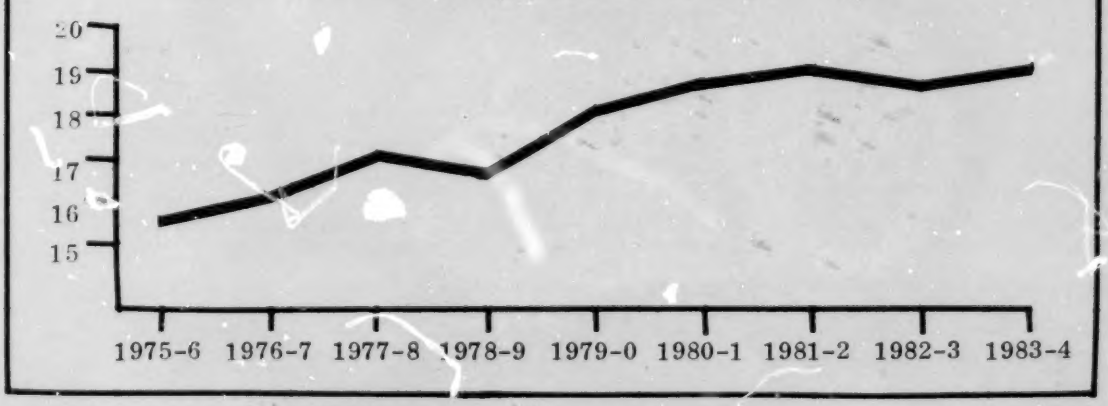
The vocational teaching staffs at Ahrens and Lyndon remained the most racially balanced of all the voctional schools during 1983-84.

BLACK ADMINISTRATORS SCORE GAINS

The number of black administrators employed by the Jefferson County Public Schools rose during 1983-84 following two years of decline, and the percentage of black administrators rose after a one-year decline. (See Graphs J and K)

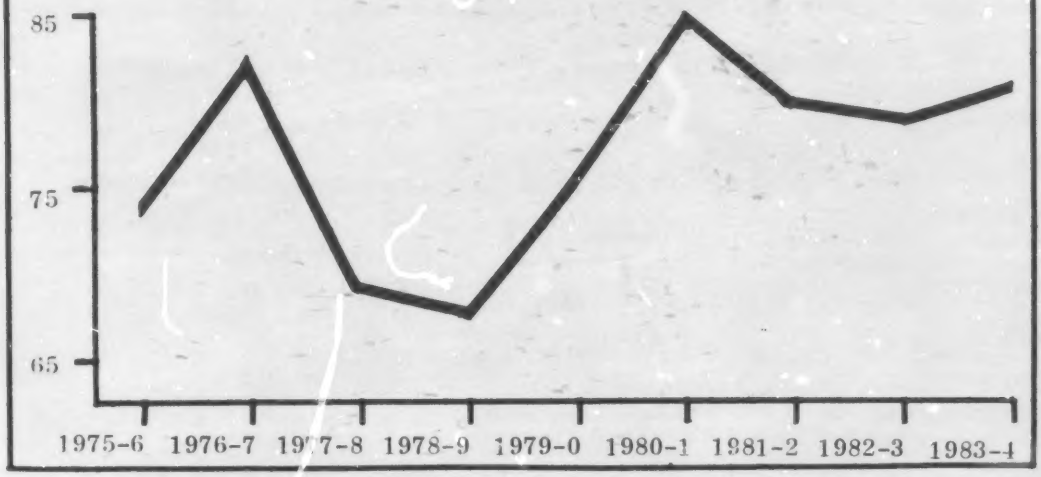
GRAPH J

Percentage of Black Administrators in Jefferson County Public Schools, 1975-76 -- 1983-84



GRAPH K

Number of Black Administrators in Jefferson County Public Schools, 1975-76 -- 1983-84



Eighty-one black administrators -- which includes principals, assistant principals, and counselors -- were employed during the 1983-84 school year. This is an increase of two from the 79 black administrators employed during 1982-83. However, since 1975-76, black administrator employment has increased by only seven: from 74 to 81.

The percentage of black administrators increased to 19.1 percent of the total number of administrators during 1983-84 from 18.7 percent during 1982-83. Since 1975-76, with the exception of two years, the percentage of black administrators has increased steadily: from 15.6 percent of the total number of administrators during 1975-76 to 19.1 percent during 1983-84. However, to equal the 28.3 percent enrollment of black students system-wide, the Jefferson County Public Schools would need to hire an additional 41 black administrators -- 50.6 percent more than were employed during 1983-84.

TABLE G

Administrators by Race for Administrative Regions
1980-81 to 1983-84

1980-81

	Elementary			Middle			High			Regional Totals			
	White	Black	% Black	White	Black	% Black	White	Black	% Black	White	Black	Total	% Black
Region I	37	9	19.6	19	6	24.0	41	6	12.8	97	21	118	17.8
Region II	33	9	21.4	24	7	22.6	32	8	20.0	89	24	113	21.3
Region III	38	8	17.4	22	3	12.0	29	5	14.7	89	16	105	15.2
Region IV	36	10	21.7	23	8	25.8	30	6	16.7	89	24	113	21.2
Total	144	36	20.0	88	24	21.4	132	25	15.9	364	85	449	18.9

1981-82*

	Elementary			Middle			High			Regional Totals			
	White	Black	% Black	White	Black	% Black	White	Black	% Black	White	Black	Total	% Black
Central	46	10	17.8	25	8	24.2	36	7	16.3	107	25	132	18.9
North	44	10	18.5	31	9	22.5	40	7	14.8	115	26	141	18.4
West	46	16	25.8	29	5	14.7	41	8	16.3	116	29	145	20.0
Total	136	36	20.9	85	22	20.6	117	22	15.8	338	80	418	19.1

1982-83

	Elementary			Middle			High			Regional Totals			
	White	Black	% Black	White	Black	% Black	White	Black	% Black	White	Black	Total	% Black
Central	46	10	17.8	27	8	22.8	36	7	16.3	109	25	134	18.7
North	44	10	18.5	33	9	21.4	40	6	13.0	117	25	142	17.6
West	46	16	25.8	31	4	11.4	41	9	18.0	118	29	147	19.7
Total	136	36	20.9	91	21	18.7	117	22	15.8	344	79	423	18.7

1983-84

	Elementary			Middle			High			Regional Totals			
	White	Black	% Black	White	Black	% Black	White	Black	% Black	White	Black	Total	% Black
Central	45	11	19.6	26	9	26.5	39	7	15.2	110	27	137	19.8
North	46	8	14.8	33	9	21.4	38	7	17.4	117	24	141	17.0
West	46	16	34.8	29	5	14.7	41	9	18.0	116	30	146	20.5
Total	137	35	20.3	88	23	20.7	118	23	16.3	343	81	424	19.1

*The number of administrative regions was reduced to three regions beginning with the 1981-82 school year.

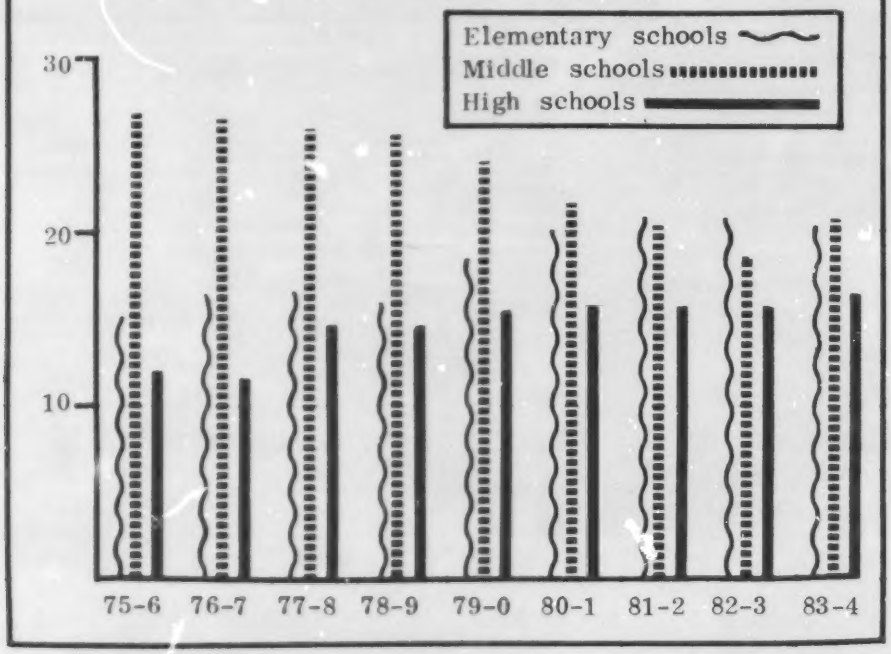
By school level during 1983-84, the percentage of black administrators declined in the elementary schools but increased in the middle and high schools compared with 1982-83. (See Graph L)

At the elementary school level, the percentage of black administrators fell to 20.3 percent during 1983-84 from 20.9 percent during 1982-83. Since 1975-76, the percentage of black administrators at the elementary school level has increased from 15.0 percent of the total number of administrators to 20.3 percent during 1983-84.

An eight-year decline in the percentage of black administrators employed in the middle schools was snapped during 1983-84. Black administrators' employment increased to 20.7 percent during 1983-84 from 18.7 percent during 1982-83. During the 1975-76 through 1983-84

GRAPH L

Percentages of Black Administrators in Jefferson County Public Schools, 1975-76 -- 1983-84



period, the percentage of black administrators employed at the middle school level has decreased from 26.6 percent to 20.7 percent.

The percentage of black high school administrators increased to 16.3 percent during 1983-84 from 15.8 percent during 1982-83. This was the first increase in the percentage of black high school administrators since 1980-81. Since 1975-76, the percentage of black administrators in the high schools has increased from 12.0 percent to 16.3 percent.

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[1]For information about abuses of hardship transfers, see the following:
Kentucky Commission on Human Rights, "School and Housing Desegregation are Working Together in Louisville and Jefferson County, 1975-1983," May 1983, pp. 18-19.
Saundra Keyes, "Central Teachers Say Policy Provides Busing Loophole," Louisville Courier-Journal, June 1, 1983.
Saundra Keyes, "Bused Students Seek More Medical Transfers," Louisville Courier-Journal, September 26, 1983.
Saundra Keyes, "Panel Plans Attack on School-Transfer Abuses," Louisville Courier-Journal, November 5, 1983.
Leslie Scanlon, "Many Doubt That Central Would Attract East End Students," Louisville Courier-Journal, January 21, 1984.

CONCLUSIONS

Officials of the Jefferson County Public Schools allowed continued resegregation in many key desegregation aspects but improved in two areas during 1983-84. Compliance with student enrollment guidelines, the number of black teachers, and the number and percentage of black vocational teachers were below the worst levels of the last nine years. However, the distribution of black teachers among schools was improved as Superintendent Ingwerson had promised civil rights groups in April 1983, and the numbers of black administrators were increased. These improvements provide evidence that school administrators can implement policies to further desegregation.

Unfortunately, the negative impact of policies detrimental to desegregation adopted by school officials during April 1980 and subsequent years became most evident during 1983-84. Compliance with enrollment guidelines was the worst since school desegregation began largely because of school board actions of April 1980 which altered school feeder patterns, created imbalances in alphabetical busing groups, and pulled Atherton students out of Central.

During the following years, school officials compounded these mistakes by allowing continued abuses of medical and academic transfers and by failing to adequately adjust school attendance boundaries to accommodate demographic changes as envisioned by Judge Gordon.

The cumulative effect of these policies created seemingly unmanageable problems during 1983-84 which were used to justify making drastic and unneeded alterations to the 1975 desegregation plan. The actions and inactions of school officials had the cumulative effect of

gradually and subtly undermining the 1975 desegregation plan, and turning the schools toward the resegregation which reached a record level during 1983-84.

Future efforts to prevent school administrators from instituting, implementing, or simply allowing policies which move the school system to even worse levels of resegregation will depend in large part on maintaining the integrity of the data used to measure desegregation. All future desegregation plans should be measured by the same statistical standards in use since 1975.

A clear-cut example of this necessity for standard data can be seen in the figures school administrators have begun using to measure busing for desegregation. Instead of counting only those students as bused for desegregation who live in satellited or non-contiguous school attendance zones as under the 1975 desegregation plan, school administrators are now counting students as bused for desegregation if they live in contiguous school attendance zones but are bused beyond their nearest school. This dramatically alters the numbers of black and white students counted as bused for desegregation: while blacks living in the non-contiguous attendance zones of the West End clearly carry most of the desegregation load, the altered definition is misleading because it makes it appear that desegregation busing at the middle and high school levels is shared almost equally by black and white students. No justification has been shown for shifting to the altered definition for desegregation busing.

Test scores broken down by race are another area where standard data is needed. School administrators have not provided racial breakdowns of achievement test scores since 1978-79, and they have not yet broken down test scores by race for the proficiency tests given for the

first time earlier this year. Test results by race are need to assure the public that black students are not suffering academically from the increased segregation of recent years.

A stable, solid statistical foundation is needed if desegregation is to be successfully measured, monitored, and maintained. Judge Gordon considered stable statistics for monitoring desegregation so important that he included provisions for statistical reporting in his 1975 order. This tenth annual desegregation report and previous reports of the Kentucky Commission on Human Rights could not be possible without reliable and year-to-year comparable statistics.

The direction desegregation takes from here depends on the commitment and integrity of school administrators. It is essential that school administrators and the school board be held accountable for their actions and that statistical and other important data not be used to disguise actions detrimental to desegregation and the fair implementation of future desegregation plans. If the school system is allowed to deviate from the statistical standards and desegregation measures followed since 1975 by converting to new definitions of what constitutes desegregation busing, it is crucial that civil rights groups be given unconverted and consistent data to extend the monitoring they have provided since 1975.

Bibliography of Related Publications

School and Housing Desegregation are Working Together in Louisville and Jefferson County 1975-1983, a report which documents the progress the Louisville-area community has made in housing desegregation and education under an alphabetical-based desegregation plan which -- despite implementation problems -- has been praised nationally. 51 pp. May 1983.

Jefferson County School Resegregation Increases 1982-83, a report which illustrates how the Jefferson County Public Schools "permitted an almost across-the-board return toward the segregated school system which existed before 1975." 31 pp. March 1983

Nine Former Black Schools and Three Former White Schools Remain Outside Student Desegregation Limits 1981-82, a report on the status of school desegregation in Jefferson County for the 1981-82 school year. Figures show that the higher proportions of black students and teachers in the schools of the West End and Newburg overshadow the many accomplishments of school desegregation. 16 pp. June 1982.

Student Imbalance Shifts to Former Black Schools as 12 Schools Remain Outside Desegregation Guidelines 1980-81, a report analyzing black student residency and teacher assigment data for 1980-81. 17 pp. October 1981.

Jefferson County School Desegregation Unfinished, a report on the status of school desegregation in Jefferson County for the 1978-79 and 1979-80 school years. Figures for the two school years show that student desegregation has improved but teacher desegregation is still below the desired criteria. 19 pp. May 1980.

Jefferson County Schools Miss Desegregation Goals, a report on the final year of desegregation under supervision of the U.S. District Court. This compilation of three interim reports covers administration, faculty and student desegregation for the 1977-78 school year. Includes the article "Children Can Gain From Desegregation" by Robert L. Green, Terry Canup, and Patricia Hebert. 111 pp. April 1978

Vestiges of Segregation Remain in Jefferson County Schools, a report on progress of school desegregation for the 1976-77 school year. 34 pp. February 1977.

Segregation Persists in Jefferson County Schools 1975-76, a report on implementation of federal school desegregation plan. 33 pp. April 1976.

Southern Cities - Except Louisville - Desegregate Schools, a comparison of Louisville with 10 major school systems in southern states shows that Louisville has the worst record in both student and faculty desegregation. 12 pp. May 1972.

Louisville School System Retreats to Segregation, a report documenting racial isolation of students in Louisville public schools, 1956-1971; shows failure of school system in student and faculty desegregation. 36 pp. March 1972.

Copies of these reports are available upon request from the Kentucky Commission on Human Rights.

APPENDIX A

Student Enrollment in Jefferson County Public Schools
by Race and Administrative Region
1983-84

CENTRAL REGION

Elementary	Black	Other	Total	% Black
Audubon Traditional	149	453	602	24.8
Bates	84	213	297	28.3
Blake	100	295	395	25.3
Blue Lick	137	383	520	26.3
Brandeis	127	139	266	47.7
Camp Taylor	99	258	357	27.7
Cochran	128	170	298	43.0
Coral Ridge	96	287	383	25.1
Fairdale	96	328	424	22.6
Fern Creek	143	369	512	27.9
Gilmore Lane	89	242	331	26.9
Hartstern	88	363	451	19.5
Indian Trail	171	243	414	41.3
Laukhuf	100	330	430	23.3
Lowell	129	291	420	30.7
Luhr	223	188	411	54.3
McFerran	170	172	342	49.7
Minors Lane	109	342	451	24.2
Okolona	63	315	378	16.7
Price	122	353	475	25.7
Rangeland	100	171	271	36.9
Shelby	125	287	412	30.3
Slaughter	186	204	390	47.7
Smyrna	82	303	385	21.3
Watterson	109	267	376	29.0
Wheatley	137	171	308	44.5
Wheeler	78	337	415	18.8
Wilt	72	238	310	23.2
Totals	3312	7712	11024	30.0

Middle	Black	Other	Total	% Black
Bruce	184	704	888	20.7
Jefferson County T.	258	857	1115	23.1
Johnson	257	406	663	38.8
Knight	246	685	931	26.4
Newburg	401	409	810	49.5
Noe	265	882	1147	23.1
Thomas Jefferson	532	1025	1557	34.2
Totals	2143	4968	7111	30.1

High	Black	Other	Total	% Black
Fairdale	243	1072	1315	18.5
Fern Creek	233	921	1154	20.0
Male Traditional	385	1161	1546	24.9
Manual/YPA	626	1121	1747	35.8
Moore	382	1201	1583	24.1
Southern	338	1652	1990	17.0
Totals	2207	7128	9335	23.6
Central Region Totals	7662	19808	27470	27.9

APPENDIX A (Continued)

NORTH REGION

Elementary	Black	Other	Total	% Black
Atkinson	171	429	600	28.5
Bloom	42	227	269	15.6
Bowen	73	345	418	17.5
Breckinridge	76	186	262	29.0
Byck	102	312	414	24.6
Chenoweth	137	156	293	46.8
Cochrane	115	246	361	31.9
Coleridge Taylor	169	218	387	43.7
Dunn	119	307	426	27.9
Engelhard	191	166	357	53.5
Field	57	189	246	23.2
Franklin	45	170	215	20.9
Goldsmith	125	287	412	30.3
Greathouse/Shryock	113	489	602	18.8
Hawthorne	43	133	176	24.4
Hite	92	228	320	28.8
Jeffersontown	158	370	528	29.9
Klondike	88	231	319	27.6
Lincoln	92	157	249	36.9
Lowe	113	303	416	27.2
Middletown	108	269	377	28.6
Norton	145	185	330	43.9
Portland	69	190	259	26.6
Roosevelt/Perry	138	252	390	35.4
St. Matthews	77	259	336	22.9
Wilder	166	396	562	29.5
Zachary Taylor	117	89	206	56.8
Totals	2941	6789	9730	30.2

Middle	Black	Other	Total	% Black
Barret	163	360	523	31.2
Carrithers	265	671	936	28.3
Crosby	254	650	904	28.1
Highland	232	619	851	27.3
Kammerer	273	537	810	33.7
Meyzeek	227	630	857	26.5
Myers	323	588	911	35.4
Western	234	543	777	30.1
Westport	219	631	850	25.8
Totals	2190	5229	7419	29.5

High	Black	Other	Total	% Black
Atherton	207	864	1071	19.3
Ballard	359	1109	1468	24.5
Central	374	538	912	41.0
Eastern	257	977	1234	20.8
Jeffersontown	215	859	1074	20.0
Seneca	341	1035	1376	24.8
Waggener	302	891	1193	25.3
Totals	2055	6273	8328	24.7
North Region Totals	7186	18291	25477	28.2

APPENDIX A (Continued)

WEST REGION

Elementary	Black	Other	Total	% Black
Auburndale	87	333	420	20.7
Cane Run	124	209	333	37.2
Carter Traditional	131	460	591	22.2
Crums Lane	238	247	485	49.1
Dixie	72	274	346	20.8
Eisenhower	97	344	441	22.0
Foster	132	153	285	46.3
Frayser	126	388	514	24.5
Greenwood	103	259	362	28.5
Guthermuth	57	197	254	22.4
Hazelwood	140	382	522	26.8
Johnsontown Road	67	254	321	20.9
Jacob	181	266	447	40.5
Kennedy	173	159	332	52.1
Kenwood	61	292	353	17.3
Kerrick	148	343	491	30.1
King	147	189	336	43.7
Layne	105	290	395	26.6
Medora	94	252	346	27.2
Mill Creek	156	297	453	34.4
Parkland	152	186	338	45.0
Rutherford	229	283	512	44.7
Sanders	77	210	287	26.8
Semple	48	301	349	13.7
Shacklette	52	222	274	19.0
Stonestreet	55	226	281	19.6
Trunnell	91	310	401	22.7
Watson Lane	190	388	578	32.9
Wellington	165	234	399	41.3
Wilkerson	52	214	266	19.5
Young	146	206	352	41.5
Totals	3696	8368	12064	29.4

Middle	Black	Other	Total	% Black
Conway	280	663	943	29.7
DuValle	302	477	779	38.8
Frost	175	587	762	23.0
Iroquois	228	599	827	27.6
Lassiter	345	724	1069	32.3
Southern	320	645	965	33.2
Stuart	320	1335	1655	19.3
Totals	1970	5030	7000	28.1

High	Black	Other	Total	% Black
Doss	257	916	1173	21.9
Butler	350	1097	1447	24.2
Iroquois	444	920	1364	32.6
Pleasure Ridge Park	352	1311	1663	21.2
Shawnee	351	732	1083	32.4
Valley	257	796	1053	24.4
Western	430	789	1219	35.3
Totals	2441	6561	9002	27.1
West Region Totals	8107	19959	28066	28.9
TOTAL STUDENT ENROLLMENT	22955	58058	81013	28.3

APPENDIX B

Jefferson County Administrators and Teachers by Race and Administrative Region 1983-84

CENTRAL REGION

	Administrators			Teachers			
Elementary	White	Black	% Black	White	Black	% Black	Gap
Audubon Traditional	1	1	50.0	17	4	19.0	0
Bates	1	1	50.0	11	3	21.4	0
Blake	1	1	50.0	15	3	16.7	+1
Blue Lick	2	0	0.0	20	4	16.7	+1
Brandeis	2	0	0.0	12	3	20.0	0
Camp Taylor	2	0	0.0	13	4	23.5	-1
Cochran	1	1	50.0	11	3	21.4	0
Coral Ridge	2	0	0.0	14	3	17.6	0
Fairdale	2	0	0.0	17	4	19.0	0
Fern Creek	1	1	50.0	19	4	17.4	+1
Gilmore Lane	2	0	0.0	12	4	25.0	-1
Hartstern	2	0	0.0	17	4	19.0	0
Indian Trail	1	1	50.0	16	5	23.8	-1
Laukhuf	2	0	0.0	18	4	18.2	0
Lowell	2	0	0.0	18	4	18.2	0
Luhr	1	1	50.0	15	4	21.0	0
McFerran	1	1	50.0	13	3	18.7	0
Minors Lane	2	0	0.0	16	5	23.8	-1
Okolona	2	0	0.0	16	3	15.8	+1
Price	1	1	50.0	18	5	21.7	0
Rangeland	2	0	0.0	11	2	15.4	+1
Shelby	2	0	0.0	16	4	20.0	0
Slaughter	1	1	50.0	17	3	15.0	+1
Smyrna	2	0	0.0	15	3	16.7	+1
Watterson	2	0	0.0	15	3	16.7	+1
Wheatley	2	0	0.0	14	4	22.2	0
Wheeler	2	0	0.0	16	3	15.8	+1
Wilt	1	1	50.0	15	3	16.7	+1
Totals	45	11	19.6	427	101	19.1	+4

	Administrators			Teachers			
Middle	White	Black	% Black	White	Black	% Black	Gap
Bruce	3	1	25.0	29	9	23.7	-2
Jefferson County T.	4	1	20.0	38	7	15.6	+2
Johnson	4	1	20.0	25	6	19.4	0
Knight	3	2	40.0	30	9	23.1	-2
Newburg	3	1	25.0	26	8	23.5	-1
Noe	4	1	20.0	37	11	22.9	-2
Thomas Jefferson	5	2	28.6	55	9	14.1	+3
Totals	26	9	24.3	240	59	19.7	-2

	Administrators			Teachers			
High	White	Black	% Black	White	Black	% Black	Gap
Fairdale	7	1	12.5	58	6	9.4	+1
Fern Creek	5	1	16.7	43	5	10.4	0
Male Traditional	6	1	14.3	56	8	12.5	-1
Manual/YPA	8	1	11.1	64	12	15.8	-4
Moore	6	2	25.0	61	8	11.6	-1
Southern	7	1	12.5	78	6	7.1	+3
Totals	39	7	15.2	360	45	11.1	-2
Central Region Totals	110	27	19.7	701	205	22.6	

APPENDIX B (Continued)

NORTH REGION

Elementary	Administrators White	Black	% Black	Teachers White	Black	% Black	Gap
Atkinson	1	1	50.0	23	7	23.3	-1
Bloom	2	0	0.0	11	3	21.4	0
Bowen	2	0	0.0	16	4	20.0	0
Breckinridge	1	1	50.0	12	3	20.0	0
Byck	2	0	0.0	16	5	23.8	-1
Chenoweth	2	0	0.0	12	3	20.0	0
Cochrane	2	0	0.0	14	3	17.6	0
Col. Taylor	1	1	50.0	17	5	22.7	-1
Dunn	2	0	0.0	15	5	25.0	-1
Englehard	1	1	50.0	15	5	25.0	-1
Field	1	1	50.0	10	2	16.7	0
Franklin	1	1	50.0	10	3	23.1	0
Goldsmith	2	0	0.0	16	2	11.1	+1
Greathouse Traditional	2	0	0.0	18	4	18.2	0
Hawthorne	2	0	0.0	8	2	20.0	0
Hite	2	0	0.0	11	3	21.4	0
Jeffersontown	2	0	0.0	19	5	20.8	0
Klondike	2	0	0.0	13	3	18.7	0
Lincoln	2	0	0.0	11	2	15.4	+1
Lowe	2	0	0.0	16	3	15.8	+1
Middletown	1	1	50.0	15	3	16.7	+1
Norton	2	0	0.0	13	3	18.7	0
Portland	2	0	0.0	14	3	17.6	0
Roosevelt/Perry	2	0	0.0	18	6	25.0	-1
St. Matthews	2	0	0.0	12	3	20.0	0
Wilder	1	1	50.0	19	5	20.8	0
Zach. Taylor	2	0	0.0	11	2	15.4	+1
Totals	46	8	14.8	385	97	20.1	-2

Middle	Administrators White	Black	% Black	Teachers White	Black	% Black	Gap
Barret	2	2	50.0	19	5	20.8	0
Carrithers	5	0	0.0	31	7	18.4	0
Crosby	4	1	20.0	31	7	18.4	0
Highland	4	1	20.0	28	7	20.0	0
Kammerer	3	1	25.0	29	5	14.7	+2
Meyzeek	3	2	40.0	31	8	20.5	-1
Myers	4	1	20.0	29	9	23.7	-2
Western	3	1	25.0	28	8	22.2	-1
Westport	5	0	0.0	31	6	16.2	+1
Totals	33	9	21.4	257	62	19.4	-1

High	Administrators White	Black	% Black	Teachers White	Black	% Black	Gap
Atherton	5	1	16.7	41	5	10.9	0
Ballard	5	1	16.7	54	5	8.5	+1
Central	5	2	28.6	40	8	16.7	-3
Eastern	6	0	0.0	49	4	7.5	+2
Jeffersontown	5	1	16.7	44	3	6.4	+2
Seneca	7	1	12.5	55	5	8.3	+1
Waggener	5	1	16.7	47	5	9.6	+1
Totals	38	7	15.6	330	35	9.6	+4
North Region Totals	117	25	17.6	972	194	11.6	

APPENDIX B (Continued)

WEST REGION

Elementary	Administrators White	Black	% Black	Teachers White	Black	% Black	Gap
Auburndale	2	0	0.0	17	3	15.0	+1
Cane Run	2	0	0.0	13	3	18.7	0
Carter Traditional	0	2	100.0	18	4	18.2	0
Crums Lane	1	1	50.0	19	6	24.0	-1
Dixie	2	0	0.0	14	3	17.6	0
Eisenhower	2	0	0.0	17	3	15.0	+1
Foster	1	1	50.0	11	3	21.4	0
Frayser	1	1	50.0	18	6	25.0	-1
Greenwood	1	1	50.0	13	4	23.5	-1
Gutermuth	1	1	50.0	11	2	15.4	+1
Hazelwood	1	1	50.0	24	8	25.0	-2
Jacob	1	1	50.0	18	5	21.7	0
Johnsontown	2	0	0.0	14	3	17.6	0
Kennedy	0	2	100.0	16	5	23.8	-1
Kenwood	2	0	0.0	17	3	15.0	+1
Kerrick	1	1	50.0	18	4	18.2	0
King	1	1	50.0	14	3	17.6	0
Layne	2	0	0.0	15	3	16.7	+1
Medora	2	0	0.0	12	4	25.0	-1
Mill Creek	2	0	0.0	17	3	15.0	+1
Parkland	1	1	50.0	15	4	21.1	0
Rutherford	2	0	0.0	19	6	24.0	-1
Sanders	2	0	0.0	11	3	21.4	0
Semple	0	2	100.0	13	4	23.6	-1
Shacklette	2	0	0.0	11	2	15.4	+1
Stonestreet	2	0	0.0	11	3	21.4	0
Trunnell	2	0	0.0	16	3	15.8	+1
Watson Lane	2	0	0.0	21	5	19.2	0
Wellington	2	0	0.0	16	3	15.8	+1
Wilkerson	2	0	0.0	12	3	20.0	0
Young	2	0	0.0	15	5	25.0	-1
Totals	46	16	34.8	476	119	25.0	-1

Middle	Administrators White	Black	% Black	Teachers White	Black	% Black	Gap
Conway	5	0	0.0	32	7	17.9	0
DuValle	3	2	40.0	27	9	25.0	-2
Frost	3	0	0.0	27	5	15.6	+1
Iroquois	3	1	25.0	30	7	18.9	0
Lassiter	5	0	0.0	36	9	20.0	0
Southern	4	1	20.0	34	7	17.1	+1
Stuart	6	1	14.3	57	11	16.2	+2
Totals	29	5	14.7	243	55	18.4	+2

High	Administrators White	Black	% Black	Teachers White	Black	% Black	Gap
Butler	7	1	12.5	59	10	14.5	-3
Doss	5	1	16.7	45	5	10.0	0
Iroquois	6	2	25.0	54	10	15.6	-3
Pleasure Ridge Park	7	1	12.5	65	4	5.8	+3
Shawnee	6	2	25.0	52	9	14.3	-3
Valley	5	1	16.7	43	3	6.5	+2
Western	5	1	16.7	48	5	9.4	+1
Totals	41	9	18.0	366	46	11.2	-2
West Region Totals	116	30	20.5	1085	220	20.3	

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Under the Kentucky Civil Rights Act of 1966, KRS 344.190 (11), the Commission has the duty "to make studies appropriate to effectuate the purpose and policies of this chapter and to make the results thereof available to the public."

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